

ABSTRACT

In order to maintain employee productivity and ensure their performance remains optimal, actions need to be taken that involve providing job satisfaction in line with the individual needs of employees. In the context of PT Telekomunikasi Selular Indonesia, the company can observe the influence of job satisfaction on employee performance.

The objectives are to understand the level of job satisfaction, work discipline, and employee performance at PT Telekomunikasi Selular Indonesia. Furthermore, the goals include comprehending the extent of the influence of job satisfaction on employee performance and the extent of the influence of work discipline on employee performance at PT Telekomunikasi Selular Indonesia.

This research utilizes the proportional random sampling technique on all employees of PT Telekomunikasi Selular Indonesia, who are spread across four areas in Indonesia. Data collection will involve distributing questionnaires to 400 respondents, and statistical analysis will be conducted using Structural Equation Modeling (SEM) techniques. The data will be processed using Partial Least Squares (PLS) software.

The data processing results show that the percentage of job satisfaction variable is 70,48%, followed by the percentage of work discipline variable, which is 72,64%, and the percentage of employee performance variable is 73,35%. Furthermore, it was found that H1 is accepted because the T stat. value is greater than the T table value, namely $3.421 > 1.96$, with a significant influence as the p-value is $0.001 < 0.05$. H2 is also accepted because the T stat. value is greater than the T table value, namely $22.347 > 1.96$, with a significant influence as the p-value is $0.000 < 0.05$.

In conclusion, the job satisfaction variable falls into the satisfy category, followed by work discipline in the discipline category, and employee performance in the good category as well. There is also a positive and significant influence between job satisfaction and work discipline variables on employee performance, both partially and simultaneously.

Keywords: *Job Satisfaction, Work Discipline, Employee Performance, and SEM*